

REQUEST FOR PROPOSAL FOR
Manufacturing Cluster Skill Gap Study
Maharashtra and Gujarat Region

RFP No. 14
Dated: 03-08-2026

AUTOMOTIVE SKILLS DEVELOPMENT COUNCIL

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Notice Inviting Proposals

ASDC, together with the Capital Goods Skill Council (CGSSC), the Life Sciences Sector Skill Development Council (LSSSDC), and the Rubber, Chemical & Polymer Skill Development Council (RCPSDC), invites proposals for a Collaborative Skill Gap Assessment Study on Smart Manufacturing and Industrial Safety, covering Maharashtra and Gujarat.

Eligibility, scope, submission and evaluation requirements are set out below. Agencies will be selected through Quality and Cost Based Selection (QCBS) - the technical proposal and the financial bid are both evaluated, not the financial bid alone. Any corrigendum will be posted at www.asdc.org.in. Incomplete proposals, or those received after the deadline, will not be considered. The decision of the Presiding Officer, Manufacturing Cluster, on all matters relating to this RFP is final.

1. Background

Manufacturing in India is changing quickly - Industry 4.0, automation, digital tools and evolving safety practices are reshaping the roles workers need to perform. To keep Qualification Packs, National Occupational Standards and curricula relevant, the four participating Sector Skill Councils are commissioning this study across the Manufacturing Cluster in Maharashtra and Gujarat, spanning Automotive, Capital Goods, Life Sciences, and Rubber, Chemical & Polymer.

The selected agency is expected to identify current and emerging skill gaps, forecast future workforce demand, and recommend concrete changes to qualifications, curricula and training programmes.

2. Project Overview

Parameter	Details
Client	ASDC, with CGSSC, LSSSDC and RCPSDC
Assignment	Skill Gap Study on Smart Manufacturing and Industrial Safety
Locations	Maharashtra and Gujarat
Sectors covered	Automotive, Capital Goods, Life Sciences, and Rubber, Chemical & Polymer (treated as three sub-sectors for analysis)
Duration	2 Months from Award
Selection method	QCBS - technical quality and cost, not cost alone

3. Objectives

- Assess current and future skill requirements in Smart Manufacturing and Industrial Safety.
- Identify existing skill gaps, sector by sector, across the four councils and six sub-sectors.
- Forecast workforce and job-role level demand for the next 5-10 years.
- Assess how well the existing skilling ecosystem - ITIs, polytechnics, engineering colleges, training partners and apprenticeships - can meet these gaps.
- Recommend new or revised QPs, NOSs, model curricula and micro-credentials.

4. Scope of Work

The agency's proposal should cover the following, with methodology detail sufficient for us to evaluate rigour:

- Primary research - surveys, stakeholder consultations, FGDs and interviews across both states, covering large industry, MSMEs, associations, training providers and government departments.
- Secondary research - review of existing reports, policy documents, sectoral data, and current QPs/NOSs/curricula.
- Methodology and sampling - the sampling frame, method of stakeholder selection, and proposed minimum sample sizes should be spelt out and agreed at Inception. As a floor, we would expect at least 400 establishment surveys, 60 key-informant interviews, 16 FGDs, and 300 frontline worker interviews across the two states, appropriately distributed by sector and district.
- Data validation - at least 10% of survey responses validated by phone or field re-check, with a log maintained.
- Skill gap assessment - current capability versus requirement, by sector, including the impact of AI, automation, robotics, IoT, green manufacturing, circular economy and ESG on future roles.
- Skilling ecosystem review - capacity and adequacy of ITIs, polytechnics, engineering colleges, training partners and the apprenticeship system in the two states.
- Recommendations - specific, actionable changes to QPs, NOSs, model curricula and micro-credentials, plus a workforce demand forecast by sector and job role.

5. Geographic Coverage

Maharashtra and Gujarat, with adequate coverage of the major industrial clusters in each state (for example Pune, Chhatrapati Sambhajnagar, Nagpur and the Mumbai-Thane-Raigad belt; and Ahmedabad, Vadodara, Surat and Rajkot). A district-wise breakdown of findings should be included.

6. Stakeholder Consultation

Consultations should include large manufacturers, MSMEs and industry associations; HR heads and operations managers; sector experts; training providers and academic institutions; and relevant central and state government departments.

7. Deliverables

- Inception Report - methodology, sampling plan, work plan and timelines.
- Research tools - questionnaires, interview and FGD guides.
- Stakeholder Consultation Report.
- Skill Gap Assessment Report, sector-wise.
- Future Skills and Workforce Demand Report (5-10 year outlook, job-role wise).
- Skilling Ecosystem Assessment.
- Recommendations Report - QPs, NOSs, curricula, micro-credentials.
- Final Consolidated Report with executive summary, a sector-wise skill gap matrix, and a clear action plan.

Depending on what's agreed at Inception, the study may also include a district-wise dashboard, job-role demand forecast, GIS/cluster mapping, and the cleaned raw datasets.

8. Timeline

We expect the assignment to run 2 months from the Letter of Award, broadly as follows - agencies may propose adjustments in their technical proposal.

9. Proposal Submission

- Technical Proposal - understanding of the assignment, methodology (including sampling and validation), work plan.
- Organisation profile and relevant experience, with details of similar assignments in the last five years.
- CVs of the proposed team.
- Financial Proposal, submitted separately.

Complete proposals must reach ASDC by 14th of August 2026.

10. Eligibility

- Demonstrated experience in skill gap studies, labour market research or similar work.
- Prior experience with government departments, Sector Skill Councils or industry bodies.
- A qualified, multidisciplinary research team.
- A track record of delivering assignments of comparable scale.

11. Selection - QCBS

Selection will follow Quality and Cost Based Selection: technical proposals are scored first, and only agencies clearing a minimum technical threshold go forward to have their financial bids opened. Indicative weightage: 70% technical, 30% financial. Final ranking is based on the combined score.

12. Quality Assurance

- Minimum 10% validation of survey data by phone or field re-check.
- Defined response-rate targets, with a replacement protocol for non-response.
- Council review of each deliverable before it is accepted.
- Version-controlled datasets and a data quality certificate with each major deliverable.

13. General Terms

- The assignment is to be completed within the timeline from the date of the Letter of Award.
- All information and data accessed during the assignment must be kept confidential.
- All reports, datasets and other outputs remain the property of the participating Sector Skill Councils.
- The Councils reserve the right to accept or reject any proposal without assigning reasons, and their decision on selection is final.